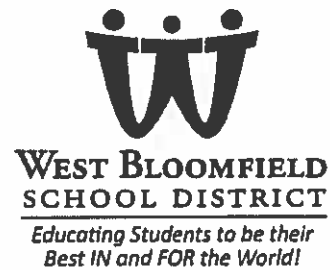


# West Bloomfield School District

Arthur C. Ebert, Ph.D.  
Deputy Superintendent for Talent Development and Management



**Date:** January 16, 2018

**To:** Representative Tom Albert

**From:** Arthur C. Ebert, Ph.D., Deputy Superintendent for Talent Development & Management

**Re:** House Bill 5368

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Collaboration between district administration and union leadership is an essential component of effective school operations. We are not at odds with each other, leverage is not applied, and there is not an us vs. them mentality. Instead, our partnership is strong, and union leaders sit on a variety of problem solving teams that focus on the social, emotional, behavioral, and academic needs of students. A great deal of this meaningful work is done through union release time, and my understanding is that House Bill (HB) 5368 would eliminate MPSERS credit for union leaders during this time.

Furthermore, the West Bloomfield School District utilizes interest based bargaining. The interest-based bargaining (IBB) problem solving model focuses on interests vs. positions, and has led to countless problem solving teams that have tackled everything from staff attendance procedures to student head lice protocols. In addition to IBB, listed below are examples of the work that would be negatively impacted should HB 5368 go into effect:

- **Continuous School Improvement**
- **Curriculum Council**
- **District Advancement Network**
- **Integrated Technology Committee**
- **Social Justice Committee**
- **Teacher Evaluation Committee**
- **Teacher Mentoring**

Please understand that HB 5368 would have a negative impact on the staff and students of the West Bloomfield School District. Please feel free to contact me if you have any questions.

Arthur C. Ebert, Ph.D.